

Regular Meeting

Agenda Item #	7, 8, 9
Meeting Date	June 7, 2004
Prepared By	Wayne Hobbs
Approved By	Richard M. Finn City Manager

Discussion Item	Ordinances implementing Pay Scales with a Market Adjustment of 2.5% effective July 1, 2003.
Background	<p>The compensation plan for City staff which was approved by Council and implemented in FY 00, provides for a Market Adjustment to be implemented on July 1, 2004 for FY 05. The Market Adjustment is the annual percent of change in the Department of Labor Wage and Salaries Employment Cost Index for State and Local Government as of the end of December. The December 2003 Index shows an increase of 2.1%. The Collective bargaining agreements require a minimum increase of 2.5%.</p> <p>The attached ordinances approve the pay scales for FY 05, effective July 1, 2004 and reflect a market adjustment of 2.5%.</p>
Policy	City Code, Chapter 8B, Personnel Procedures and The Collective Bargaining Agreements between the City of Takoma Park and Local 3399 and Local 400.
Fiscal Impact	Funds to implement the pay increases have been included in the proposed FY 05 Budget.
Attachments	<ol style="list-style-type: none">1. Proposed Ordinance 2004- , amending the Police Pay Scale.2. Proposed Ordinance 2004-, amending the Pay Scale for Management Staff and Staff who are not covered by a Collective Bargaining Agreement.3. Proposed Ordinance 2004 - , amending the Pay Scale for Staff who are covered by the AFSCME Collective Bargaining Agreement.
Recommendation	That the Council accept these Ordinances at first reading.

Introduced by: Councilmember

First Reading:
Second Reading:

ORDINANCE NO. 2004-
Pay Scale For Police

AN ORDINANCE TO: adopt a revised pay scale for police officers for FY 04, tied to the Position Classification Schedule as approved by the City Manager in accordance with Sec. 8B-114 through Sec. 8B-122 of the City Code as modified by Ordinance 1999-29 or as modified herein.

WHEREAS: the City has determined that it is in the best interest of the City's Staff and of its Citizens to adopt a pay plan that provides for wages based on the current market, AND

WHEREAS: the City has ratified a Collective Bargaining Agreement with Local 400, United Food and Commercial Workers International Union, AFL-CIO & CLC which provides for a market adjustment to be effective July 1, 2004, AND

WHEREAS: the Department of Labor Wage and Salaries Employment Cost Index for State and Local Government as of December 2003 shows an annual market increase of less than 2.5%, AND

WHEREAS: the Collective Bargaining Agreement with Local 400, United Food and Commercial Workers International Union, AFL-CIO & CLC requires a minimum increase of 2.5%.

NOW THEREFORE BE IT ORDAINED BY THE CITY COUNCIL OF TAKOMA PARK MARYLAND THAT: the attached pay scale is adopted for the City's Police Officers for the Fiscal Year beginning July 1, 2004 and ending June 30, 2005, and will remain in effect until amended or repealed by the Council.

Adopted this day of , 2004 by roll call vote as follows:

AYES:

NAYS:

ABSTAIN:

ABSENT:

Introduced by: Councilmember

First Reading:
Second Reading:

ORDINANCE NO. 2004-
Pay Plan for Staff Who Are Not Covered By A Collective Bargaining Agreement

AN ORDINANCE TO: adopt a revised pay scale for the City's management staff and staff who are not covered by a collective bargaining agreement for FY 05, tied to the Position Classification Schedule as approved by the City Manager in accordance with Sec. 8B-114 through Sec. 8B-122 of the City Code as modified by Ordinance 1999-28 or as modified herein.

WHEREAS: the City has determined that it is in the best interest of the City's Staff and of it's Citizens to adopt a pay plan that provides for wages based on the current market,
AND

WHEREAS: the Department of Labor, Wage and Salaries Employment Cost Index for State and Local Government as of December 2003 shows an annual market increase of less than 2.5%, AND

WHEREAS: the Collective Bargaining Agreements require a minimum increase of 2.5%, AND

WHEREAS: the City wishes to provide benefits to non-union employees that equate to those received by union employees.

NOW THEREFORE BE IT ORDAINED BY THE CITY COUNCIL OF TAKOMA PARK MARYLAND THAT: the attached pay scale is adopted for the City's management staff and staff who are not covered by a collective bargaining agreement for the Fiscal Year beginning July 1, 2004 and ending June 30, 2005, and will remain in effect until amended or repealed by the Council, and

Adopted this day of , 2004 by roll call vote as follows:

AYES:

NAYS:

ABSTAIN:

ABSENT:

Introduced by: Councilmember

First Reading:
Second Reading:

ORDINANCE NO. 2004-
Pay Plan For Staff Who Are Covered By The AFSCME Collective Bargaining Agreement

AN ORDINANCE TO: adopt a revised pay scale for staff who are covered by the AFSCME Collective Bargaining Agreement for FY 04, tied to the Position Classification Schedule as approved by the City Manager in accordance with Sec. 8B-114 through Sec. 8B-122 of the City Code as modified by Ordinance 1999-29 or as modified herein.

WHEREAS: the City has determined that it is in the best interest of the City's Staff and of its Citizens to adopt a pay plan that provides for wages based on the current market, AND

WHEREAS: the City has ratified a Collective Bargaining Agreement with Local 3399, The American Federation of State, County, and Municipal Employees, which provides for a market adjustment to be effective July 1, 2004, AND

WHEREAS: the Department of Labor Wage and Salaries Employment Cost Index for State and Local Government as of December 2003 shows an annual market increase of less than 2.5%, AND

WHEREAS: the Collective Bargaining Agreement requires a minimum increase of 2.5%.

NOW THEREFORE BE IT ORDAINED BY THE CITY COUNCIL OF TAKOMA PARK MARYLAND THAT: the attached pay scale is adopted for the City staff who are covered by the Collective Bargaining Agreement with AFSCME for the Fiscal Year beginning July 1, 2004 and ending June 30, 2005, and will remain in effect until amended or repealed by the Council.

Adopted this day of , 2004 by roll call vote as follows:

AYES:

NAYS:

ABSTAIN:

ABSENT:

EMPLOYEE PAY SCALE - FY 05**Ordinance No. 2004-****Staff who are covered by the Collective Bargaining Agreement with AFSCME****2.5% Market Adjustment Effective July 1, 2004**

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	Mkt Point	Maximum
21	Annual Hourly	\$24,288 \$11.68	\$25,017 \$12.03	\$25,768 \$12.39	\$26,541 \$12.76	\$26,974 \$12.97	\$36,918 \$17.75
22	Annual Hourly	\$25,746 \$12.38	\$26,518 \$12.75	\$27,314 \$13.13	\$28,133 \$13.53	\$28,592 \$13.75	\$39,133 \$18.81
23	Annual Hourly	\$27,290 \$13.12	\$28,109 \$13.51	\$28,952 \$13.92	\$29,821 \$14.34	\$30,308 \$14.57	\$41,481 \$19.94
24	Annual Hourly	\$28,928 \$13.91	\$29,796 \$14.32	\$30,690 \$14.75	\$31,610 \$15.20	\$32,127 \$15.45	\$43,970 \$21.14
25	Annual Hourly	\$30,664 \$14.74	\$31,583 \$15.18	\$32,531 \$15.64	\$33,507 \$16.11	\$35,178 \$16.91	\$46,609 \$22.41
26	Annual Hourly	\$32,503 \$15.63	\$33,478 \$16.10	\$34,483 \$16.58	\$35,517 \$17.08	\$36,097 \$17.35	\$49,405 \$23.75
27	Annual Hourly	\$34,454 \$16.56	\$35,487 \$17.06	\$36,552 \$17.57	\$37,648 \$18.10	\$38,264 \$18.40	\$52,369 \$25.18
28	Annual Hourly	\$37,899 \$18.22	\$39,036 \$18.77	\$40,207 \$19.33	\$41,413 \$19.91	\$42,090 \$20.24	\$57,606 \$27.70
29	Annual Hourly	\$41,689 \$20.04	\$42,939 \$20.64	\$44,228 \$21.26	\$45,554 \$21.90	\$46,299 \$22.26	\$63,367 \$30.46
30	Annual Hourly	\$47,942 \$23.05	\$49,380 \$23.74	\$50,862 \$24.45	\$52,388 \$25.19	\$53,245 \$25.60	\$72,872 \$35.03
31	Annual Hourly	\$55,133 \$26.51	\$56,787 \$27.30	\$58,491 \$28.12	\$60,246 \$28.96	\$61,230 \$29.44	\$83,803 \$40.29

EMPLOYEE PAY SCALE - FY 05 **Ordinance No. 2004-**
For Management Staff and Staff who are not covered
by a collective bargaining agreement.
2.5% Market Adjustment Effective July 1, 2004

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	Mkt Point	Maximum
21	Annual Hourly	\$24,288 \$11.68	\$25,017 \$12.03	\$25,768 \$12.39	\$26,541 \$12.76	\$26,974 \$12.97	\$32,304 \$15.53
22	Annual Hourly	\$25,746 \$12.38	\$26,518 \$12.75	\$27,314 \$13.13	\$28,133 \$13.53	\$28,592 \$13.75	\$34,242 \$16.46
23	Annual Hourly	\$27,290 \$13.12	\$28,109 \$13.51	\$28,952 \$13.92	\$29,821 \$14.34	\$30,308 \$14.57	\$36,296 \$17.45
24	Annual Hourly	\$28,928 \$13.91	\$29,796 \$14.32	\$30,690 \$14.75	\$31,610 \$15.20	\$32,127 \$15.45	\$38,474 \$18.50
25	Annual Hourly	\$30,664 \$14.74	\$31,583 \$15.18	\$32,531 \$15.64	\$33,507 \$16.11	\$35,178 \$16.91	\$40,783 \$19.61
26	Annual Hourly	\$32,503 \$15.63	\$33,478 \$16.10	\$34,483 \$16.58	\$35,517 \$17.08	\$36,097 \$17.35	\$43,229 \$20.78
27	Annual Hourly	\$34,454 \$16.56	\$35,487 \$17.06	\$36,552 \$17.57	\$37,648 \$18.10	\$38,264 \$18.40	\$45,823 \$22.03
28	Annual Hourly	\$37,899 \$18.22	\$39,036 \$18.77	\$40,207 \$19.33	\$41,413 \$19.91	\$42,090 \$20.24	\$50,406 \$24.23
29	Annual Hourly	\$41,689 \$20.04	\$42,939 \$20.64	\$44,228 \$21.26	\$45,554 \$21.90	\$46,299 \$22.26	\$55,446 \$26.66
30	Annual Hourly	\$47,942 \$23.05	\$49,380 \$23.74	\$50,862 \$24.45	\$52,388 \$25.19	\$53,245 \$25.60	\$63,763 \$30.66
31	Annual Hourly	\$55,133 \$26.51	\$56,787 \$27.30	\$58,491 \$28.12	\$60,246 \$28.96	\$61,230 \$29.44	\$73,327 \$35.25
32	Annual Hourly	\$63,403 \$30.48	\$65,306 \$31.40	\$67,265 \$32.34	\$69,283 \$33.31	\$70,414 \$33.85	\$84,327 \$40.54
33	Annual Hourly	\$72,914 \$35.05	\$75,101 \$36.11	\$77,354 \$37.19	\$79,675 \$38.31	\$80,978 \$38.93	\$96,976 \$46.62

POLICE PAY SCALE - FY 05**Ordinance No. 2004-****2.5% Market Adjustment Effective July 1, 2004**

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	Mkt Point	Maximum
1-CADET							
Hourly	Annual	\$32,568					
	Hourly	\$15.66					
2- PVT	Annual	\$36,406	\$37,498	\$38,623	\$39,782	\$40,972	\$48,420
Hourly	Hourly	\$17.50	\$18.03	\$18.57	\$19.13	\$19.70	\$23.28
4-PFC	Annual	\$41,688	\$42,938	\$44,227	\$45,553	\$46,299	\$55,445
Hourly	Hourly	\$20.04	\$20.64	\$21.26	\$21.90	\$22.26	\$26.66
5-CPL	Annual	\$47,941	\$49,380	\$50,861	\$52,387	\$53,274	\$63,762
Hourly	Hourly	\$23.05	\$23.74	\$24.45	\$25.19	\$25.61	\$30.65
6-SGT	Annual	\$55,133	\$56,787	\$58,490	\$60,245	\$61,230	\$73,326
Hourly	Hourly	\$26.51	\$27.30	\$28.12	\$28.96	\$29.44	\$35.25
7-LT	Annual	\$63,402	\$65,304	\$67,264	\$69,282	\$70,414	\$84,325
Hourly	Hourly	\$30.48	\$31.40	\$32.34	\$33.31	\$33.85	\$40.54